

## APPENDIX NO. 4

### FEDERAL SALARY SCHEDULES FOR 2016

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2016.

#### EXECUTIVE SCHEDULE (EX)

Level I .....	\$205,700
Level II .....	\$185,100
Level III .....	\$170,400
Level IV .....	\$160,300
Level V .....	\$150,200

#### SENIOR EXECUTIVE SERVICE SCHEDULE (ES)

Pay ranges for the Senior Executive Service (SES) are established by law. The minimum is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level II of the Executive Schedule. SES members are not entitled to locality-based comparability payments.\*\*

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System .....	\$123,175	\$185,100
Agencies without a Certified SES Performance Appraisal System .....	\$123,175	\$170,400

#### SENIOR LEVEL (SL)

Pay for SL positions ranges from 120 percent of the rate of basic pay for GS-15, step 1 to the rate payable for level III of the Executive Schedule. For agencies without a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level II of the Executive Schedule. SL members are not entitled to locality-based comparability payments.\*\*

Structure of the SL Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System .....	\$123,175	\$185,100
Agencies without a Certified SES Performance Appraisal System .....	\$123,175	\$170,400

\*\*Certain SES and SL employees in Non-Foreign Areas receive locality pay under provisions of the Non-Foreign Area Retirement Equity Assurance (AREA) Act (as contained in the National Defense Authorization Act for Fiscal Year 2010 (Pub. L. 111-84, October 28, 2009).

**GENERAL SCHEDULE (GS)**

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications or fulfilling a special agency need may be paid at a rate above the minimum rate.

Step increases are granted to GS employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before granting a step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to the next higher step rate no more than once every 52 weeks. In addition to the 2016 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective locality pay area. The employee's locality rate of pay may not exceed the rate payable for level IV of the Executive Schedule. Certain GS employees may receive higher special rates instead of locality rates established to address significant recruitment or retention problems.

**GENERAL SCHEDULE**

<b>Grade</b>	<b>2016 Annual Rates and Steps</b>									
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>GS-1</b> .....	\$18,343	\$18,956	\$19,566	\$20,173	\$20,783	\$21,140	\$21,743	\$22,351	\$22,375	\$22,941
<b>GS-2</b> .....	20,623	21,114	21,797	22,375	22,629	23,295	23,961	24,627	25,293	25,959
<b>GS-3</b> .....	22,502	23,252	24,002	24,752	25,502	26,252	27,002	27,752	28,502	29,252
<b>GS-4</b> .....	25,261	26,103	26,945	27,787	28,629	29,471	30,313	31,155	31,997	32,839
<b>GS-5</b> .....	28,262	29,204	30,146	31,088	32,030	32,972	33,914	34,856	35,798	36,740
<b>GS-6</b> .....	31,504	32,554	33,604	34,654	35,704	36,754	37,804	38,854	39,904	40,954
<b>GS-7</b> .....	35,009	36,176	37,343	38,510	39,677	40,844	42,011	43,178	44,345	45,512
<b>GS-8</b> .....	38,771	40,063	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399
<b>GS-9</b> .....	42,823	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666
<b>GS-10</b> .....	47,158	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306
<b>GS-11</b> .....	51,811	53,538	55,265	56,992	58,719	60,446	62,173	63,900	65,627	67,354
<b>GS-12</b> .....	62,101	64,171	66,241	68,311	70,381	72,451	74,521	76,591	78,661	80,731
<b>GS-13</b> .....	73,846	76,308	78,770	81,232	83,694	86,156	88,618	91,080	93,542	96,004
<b>GS-14</b> .....	87,263	90,172	93,081	95,990	98,899	101,808	104,717	107,626	110,535	113,444
<b>GS-15</b> .....	102,646	106,068	109,490	112,912	116,334	119,756	123,178	126,600	130,022	133,444

**2016 LOCALITY PAY AREAS AND RATES**

ALBANY–SCHENECTADY, NY	14.49%
ALBUQUERQUE–SANTA FE–LAS VEGAS, NM	14.37%
ATLANTA–ATHENS–CLARKE COUNTY–SANDY SPRINGS, GA–AL	19.58%
AUSTIN–ROUND ROCK, TX	14.51%
BOSTON–WORCESTER–PROVIDENCE, MA–RI–NH–CT–ME	25.19%
BUFFALO–CHEEKTOWAGA, NY	17.31%
CHARLOTTE–CONCORD, NC–SC	14.44%
CHICAGO–NAPERVILLE, IL–IN–WI	25.44%
CINCINNATI–WILMINGTON–MAYSVILLE, OH–KY–IN	18.76%
CLEVELAND–AKRON–CANTON, OH	18.87%
COLORADO SPRINGS, CO	14.52%
COLUMBUS–MARION–ZANESVILLE, OH	17.41%
DALLAS–FORT WORTH, TX–OK	21.04%
DAVENPORT–MOLINE, IA–IL	14.43%
DAYTON–SPRINGFIELD–SIDNEY, OH	16.50%
DENVER–AURORA, CO	22.93%
DETROIT–WARREN–ANN ARBOR, MI	24.40%
HARRISBURG–LEBANON, PA	14.74%
HARTFORD–WEST HARTFORD, CT–MA	26.20%
HOUSTON–THE WOODLANDS, TX	29.11%
HUNTSVILLE–DECATUR–ALBERTVILLE, AL	16.37%
INDIANAPOLIS–CARMEL–MUNCIE, IN	14.92%
KANSAS CITY–OVERLAND PARK–KANSAS CITY, MO–KS	14.49%
LAREDO, TX	14.59%
LAS VEGAS–HENDERSON, NV–AZ	14.55%
LOS ANGELES–LONG BEACH, CA	27.65%
MIAMI–FORT LAUDERDALE–PORT ST. LUCIE, FL	21.05%
MILWAUKEE–RACINE–WAUKESHA, WI	18.39%
MINNEAPOLIS–ST. PAUL, MN–WI	21.30%
NEW YORK–NEWARK, NY–NJ–CT–PA	29.20%
PALM BAY–MELBOURNE–TITUSVILLE, FL	14.42%
PHILADELPHIA–READING–CAMDEN, PA–NJ–DE–MD	22.22%
PHOENIX–MESA–SCOTTSDALE, AZ	17.12%
PITTSBURGH–NEW CASTLE–WEIRTON, PA–OH–WV	16.68%
PORTLAND–VANCOUVER–SALEM, OR–WA	20.69%
RALEIGH–DURHAM–CHAPEL HILL, NC	17.94%
RICHMOND, VA	16.76%
SACRAMENTO–ROSEVILLE, CA–NV	22.61%
SAN DIEGO–CARLSBAD, CA	24.73%
SAN JOSE–SAN FRANCISCO–OAKLAND, CA	35.75%
SEATTLE–TACOMA, WA	22.26%
ST. LOUIS–ST. CHARLES–FARMINGTON, MO–IL	14.49%
TUCSON–NOGALES, AZ	14.51%
WASHINGTON–BALTIMORE–ARLINGTON, DC–MD–VA–WV–PA	24.78%
REST OF UNITED STATES (Consisting of those portions of the United States and its territories and possessions as listed in 5 CFR 591.205 not located within another locality pay area.)	14.35%
STATE OF ALASKA	25.16%
STATE OF HAWAII	16.18%

Note: Locality pay areas are defined in 5 CFR 531.603(b) and are available on the Office of Personnel Management Website at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2016/saltbl.pdf>.

**WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA  
LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay area in 2016. The tables incorporate a locality payment of 24.78 percent.

**GENERAL SCHEDULE**

Grade	2016 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b> .....	\$22,888	\$23,653	\$24,414	\$25,172	\$25,933	\$26,378	\$27,131	\$27,890	\$27,920	\$28,626
<b>GS-2</b> .....	25,733	26,346	27,198	27,920	28,236	29,068	29,899	30,730	31,561	32,392
<b>GS-3</b> .....	28,078	29,014	29,950	30,886	31,821	32,757	33,693	34,629	35,565	36,501
<b>GS-4</b> .....	31,521	32,571	33,622	34,673	35,723	36,774	37,825	38,875	39,926	40,977
<b>GS-5</b> .....	35,265	36,441	37,616	38,792	39,967	41,142	42,318	43,493	44,669	45,844
<b>GS-6</b> .....	39,311	40,621	41,931	43,241	44,551	45,862	47,172	48,482	49,792	51,102
<b>GS-7</b> .....	43,684	45,140	46,597	48,053	49,509	50,965	52,421	53,878	55,334	56,790
<b>GS-8</b> .....	48,378	49,991	51,603	53,215	54,827	56,439	58,051	59,664	61,276	62,888
<b>GS-9</b> .....	53,435	55,215	56,996	58,776	60,557	62,338	64,118	65,899	67,679	69,460
<b>GS-10</b> .....	58,844	60,805	62,767	64,728	66,690	68,651	70,613	72,575	74,536	76,498
<b>GS-11</b> .....	64,650	66,805	68,960	71,115	73,270	75,425	77,579	79,734	81,889	84,044
<b>GS-12</b> .....	77,490	80,073	82,656	85,238	87,821	90,404	92,987	95,570	98,153	100,736
<b>GS-13</b> .....	92,145	95,217	98,289	101,361	104,433	107,505	110,578	113,650	116,722	119,794
<b>GS-14</b> .....	108,887	112,517	116,146	119,776	123,406	127,036	130,666	134,296	137,926	141,555
<b>GS-15</b> .....	128,082	132,352	136,622	140,892	145,162	149,432	153,702	157,971	160,300	160,300

**SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES**

Law enforcement officers at grades GS-3 through GS-10 are entitled to special base rates that are higher than General Schedule base rates. Such LEOs receive the locality payments applicable in their locality pay area on top of these special base rates. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

**SPECIAL SALARY RATES FOR LEOs**

Grade	2016 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
<b>GS-3</b> .....	\$27,002	\$27,752	\$28,502	\$29,252	\$30,002	\$30,752	\$31,502	\$32,252	\$33,002	\$33,752
<b>GS-4</b> .....	30,313	31,155	31,997	32,839	33,681	34,523	35,365	36,207	37,049	37,891
<b>GS-5</b> .....	34,856	35,798	36,740	37,682	38,624	39,566	40,508	41,450	42,392	43,334
<b>GS-6</b> .....	36,754	37,804	38,854	39,904	40,954	42,004	43,054	44,104	45,154	46,204
<b>GS-7</b> .....	39,677	40,844	42,011	43,178	44,345	45,512	46,679	47,846	49,013	50,180
<b>GS-8</b> .....	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399	51,691	52,983
<b>GS-9</b> .....	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666	57,093
<b>GS-10</b> .....	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306	62,878

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

**THE FOREIGN SERVICE SCHEDULE**

	Class								
	1	2	3	4	5	6	7	8	9
<b>Step 1</b> .....	\$102,646	\$83,173	\$67,395	\$54,610	\$44,250	\$39,558	\$35,364	\$31,614	\$28,262
<b>Step 2</b> .....	105,725	85,668	69,417	56,248	45,578	40,745	36,425	32,562	29,110
<b>Step 3</b> .....	108,897	88,238	71,499	57,936	46,945	41,967	37,518	33,539	29,983
<b>Step 4</b> .....	112,164	90,885	73,644	59,674	48,353	43,226	38,643	34,545	30,883
<b>Step 5</b> .....	115,529	93,612	75,854	61,464	49,804	44,523	39,802	35,582	31,809
<b>Step 6</b> .....	118,995	96,420	78,129	63,308	51,298	45,859	40,997	36,649	32,763
<b>Step 7</b> .....	122,565	99,313	80,473	65,207	52,837	47,234	42,226	37,749	33,746
<b>Step 8</b> .....	126,242	102,292	82,887	67,163	54,422	48,651	43,493	38,881	34,759
<b>Step 9</b> .....	130,029	105,361	85,374	69,178	56,055	50,111	44,798	40,048	35,801
<b>Step 10</b> .....	133,444	108,522	87,935	71,254	57,736	51,614	46,142	41,249	36,875
<b>Step 11</b> .....	133,444	111,778	90,573	73,391	59,468	53,163	47,526	42,487	37,982
<b>Step 12</b> .....	133,444	115,131	93,290	75,593	61,252	54,758	48,952	43,761	39,121
<b>Step 13</b> .....	133,444	118,585	96,089	77,861	63,090	56,400	50,421	45,074	40,295
<b>Step 14</b> .....	133,444	122,142	98,972	80,197	64,983	58,092	51,933	46,426	41,504

**SENIOR FOREIGN SERVICE SCHEDULE**

The Senior Foreign Service (SFS) pay system is an open-range, performance-based pay system that is linked to the SES pay system. SFS members, like SES members, are not entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

(1) Career Minister (CM), with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);

(2) Minister-Counselor (MC) with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and

(3) Counselor (OC), with a range from 120 percent of the rate payable to GS-15, step 1 to 100 percent of the rate payable to level III of the Executive Schedule.

The 2016 pay ranges for the SFS classes are:

SFS Class	Minimum	Maximum
OC .....	\$123,175	\$173,808
MC .....	\$123,175	\$182,328
CM, CA .....	\$123,175	\$185,100

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION  
FEDERAL SALARY SCHEDULES EFFECTIVE ON THE FIRST DAY OF THE FIRST  
APPLICABLE PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2016**

**SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH  
(38 U.S.C. 7306)\***

	<b>Minimum</b>	<b>Maximum</b>
Assistant Under Secretaries for Health .....	\$123,175	\$185,100**
Only applies to incumbents who are not physicians or dentists)		
Service Directors (non Physicians) .....	\$123,175	\$185,100
Service Directors (Physicians) .....	\$100,957	\$148,071
Director, National Center for Preventive Health .....	\$99,628	\$145,113
Chief Consultant Preventive Medicine .....	\$100,957	\$148,071
<b>Physician and Dentist Base and Longevity Schedule***</b>		
Physician Grade .....	\$100,957	\$148,071
Dentist Grade .....	\$100,957	\$148,071
<b>Clinical Podiatrist, Chiropractor, and Optometrist Schedule</b>		
Chief Grade .....	\$102,646	\$133,444
Senior Grade .....	87,263	113,444
Intermediate Grade .....	73,846	96,004
Full Grade .....	62,101	80,731
Associate Grade .....	51,811	67,354
<b>Physician Assistant and Expanded-Function Dental Auxiliary Schedule ****</b>		
Director Grade .....	\$102,646	\$133,444
Assistant Director Grade .....	87,263	113,444
Chief Grade .....	73,846	96,004
Senior Grade .....	62,101	80,731
Intermediate Grade .....	51,811	67,354
Full Grade .....	42,823	55,666
Associate Grade .....	36,850	47,902
Junior Grade .....	31,504	40,954

\*This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services.

\*\*Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$150,200.

\*\*\*Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists may also be paid market pay and performance pay.

\*\*\*\*Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.